

Monitored Party Linshu Saibo Tools Co.,LTD	amfori ID 156-042402-000	Address Binhai High-tech Industry Park, Linshu County, 276700 Linyi, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 10/12/2024	Closing Meeting Finished Date 10/12/2024	Submission Date 13/12/2024
Expiration Date 13/12/2025	Announcement Type Semi Announced	
Site Linshu Saibo Tools Co.,LTD	Site amfori ID 156-042402-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	D	
PA 7: Occupational Health and Safety	B	

PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Jason Li, CSCA, registration number 21701841

Monitoring partner name: TUV Rheinland

Audit schedule details: This full audit is planned for 1 auditor in 1 day.

Announcement Type: Semi-announced audit.

Business partner information:

The factory was located at Binhai High-Tech Industry Park, Linshu County, Linyi City, Shandong Province, China (中国山东省临沂市临沭县滨海高新技术产业园). The auditee was founded in 2009. Total land area occupied by auditee was about 20000 square meters.

The main products manufactured by the factory were HAMMER, AXE. The main production processes were forging, polishing, quenching, shot blasting, spraying powder, drying, dipping paint, injection, assembling and packing.

Audited location information:

Based on site tour, the auditee and the company A was within one compound. There were total 13 buildings within the compound. All the buildings were owned by the auditee. The auditee rent one 1-storey building to company A as production workshops and warehouse. Other 12 buildings were only used by the auditee, details was: the auditee used one 2-storey (partial 3-storey) as office. Used eight flat buildings as workshops and warehouse. Used one 2-storey building as workshop and warehouse (the 1-F was grinding, the 2-F was warehouse). Used one 2-storey buildings as workshop and warehouse (the 1-F was assembling, packing and injection, the 2-F was warehouse). Used one 2-storey building as workshop and warehouse(the 1-F was assembling and packing, the 2-F was warehouse).

The auditee and the company A were belonged to different boss. The business license of the company A was not provided for review. The main products of company A was paper cartons. The factory management said that the auditee did not have business activity with the company A. Based on site observation, the auditee did not share building and share worker with the company A. This audit only covered the auditee.

The auditee did not provide canteen and dormitory to workers.

Operating shifts and hours:

Attendances records from 1 December, 2023 to 10 December, 2024 were reviewed. 10 samples were elected from the workers. All the workers worked in one shift: 7:30-11:30, 13:00-17:00. Workers worked 1 hour weekday OT from 17:00 to 18:00 every day. Saturday OT was 9 hours every week. Sunday was guaranteed as rest day. All the workers could have one day off after 6 consecutive working days. From Monday to Friday was defined as weekday work. Saturday and Sunday was defined as rest day. Based on sample attendances review, maximum 1 hour OT was conducted per day, 14 hours OT per week and 67 hours OT per month.

Time recording system:

Fingerprint scan system was used for attendance recording.

Salary payment details:

The payrolls from December 2023 to November 2024 were reviewed. 10 samples were selected from the payrolls. The legal minimum wage was RMB1820.00 per month equivalent to RMB10.46 per hour since 1 October, 2023. The lowest wage of workers for regular working time paid in the company was RMB16.10 per hour. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. Workers were paid on hourly rate by cash before 10th on time every month for cycle of last natural month.

Worker number information:

There were 48 workers including 41 production workers and 7 non-production workers in auditee during the audit. The 41 production workers included 22 female and 19 male workers. No domestic migrant worker and foreign migrant worker was in the auditee. No young worker, women pregnant worker, seasonal worker, temporary worker, disabled worker and home-based worker were in factory. No interns, apprentices and contractor worker were in factory. All the workers were hired by auditee directly.

Good practices: Nil.

Worker organization details:

There was no labor union in the auditee. Workers freely elected 2 worker representative on 18 April, 2024. The management held meetings with worker representative regularly.

Circumstances: There was no special circumstance during the audit. The factory production activities were normally run during the audit. The factory management was cooperative with the whole audit. The factory management demonstrated a willingness to improve all findings found during the audit. The factory management allowed auditors to visit all the areas of factory.

Summary of findings: The performance areas needed improvement were PA1, PA5, PA6 and PA7.

PA1

Insufficient implement of CSR management system
production plan not implemented effectively.

PA5

Insufficient of insurance provided

PA6

The monthly overtime exceeded legal requirement

PA7

The factory did not provide occupational health body re-examination for workers. The factory did not test occupational hazardous factors.

Insufficient of accident insurance

Workers did not wear earplugs while working

No anti-leakage facilities were provided for chemicals. Chemicals not labelled.

Not provided caution scald signs in hot drinking area.

Not equipped belt cover guards and pedal cover on forging machines.

Not provided privacy doors on toilets. Toilets not clean.

Living wage calculation:

Living wage

- 1) No anker wage available for the producers location, so we used the data provided by auditing company.
- 2) The calculation methodology refers to anker living wage structure.
- 3) The data comes from the local bureau of statistics for the current year.

Attachment:

The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

No agency labour and product subcontractor was used by the auditee, and no collective bargaining agreement occurred, no government waiver obtained, so the agency labour contract, subcontractor contract, collective bargaining agreements and government waiver were not uploaded on amfori BSCI platform.

SITE DETAILS

Site Site amfori ID
Linshu Saibo Tools Co.,LTD **156-042402-001**

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Household Appliances		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of domestic appliances

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	1,820	Monthly
Lowest wage paid for regular work at the site	2,801.4	Monthly
Calculated living wage in local currency	2,379.83	Monthly
Total sample	10	Workers

Other Metrics

Male workers	22	Workers
Female workers	26	Workers
Non-binary workers	0	Workers
Permanent workers - Male	22	Workers
Permanent workers - Female	26	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0 Workers
Foreign migrant workers - Non-binary	0 Workers
Workers hired directly - Male	22 Workers
Workers hired directly - Female	26 Workers
Workers hired directly - Non-binary	0 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Workers hired indirectly - Non-binary	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Unionised workers - Non-binary	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Workers under CBA - Non-binary	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Workers on parental leave - Non-binary	0 Workers
Sample - Male	5 Workers
Sample - Female	5 Workers
Sample - Non-binary	0 Workers

FINDINGS

PA1: Social Management System

Site: Linshu Saibo Tools Co.,LTD | Site amfori ID: 156-042402-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The factory partially respected this principle. Based on documents review, factory management and worker interviews and site observation, the factory established the social responsibility management system. But the social responsibility management system was not implemented effectively. There were gaps between the factory social performance and amfori BSCI manual requirements, e.g. insufficient of social insurance and excess of overtime, etc. were in place.</p> <p>By interviewing with factory management, the factory management said, due to more production orders, workers worked OT per production assignments. Due to some workers have participated in the new rural pension insurance and new rural cooperative medical insurance at home. The factory did not provide social insurance for all the workers.</p> <p>The interviewed workers said, they worked overtime as per production needed, workers worked OT voluntary.</p> <p>Based on document review, the factory established written amfori BSCI management procedures such as working hour management procedure, remuneration management procedure, etc. But the amfori BSCI management procedures were not implemented effectively, It violates the requirement of amfori BSCI system manual.</p>	<p>工厂部分遵守该原则，基于文件审核，工厂管理层和员工访谈以及现场观察，工厂建立了社会责任管理系统，但社会责任管理系统没有有效执行，工厂的社会表现和amfori BSCI手册要求之间还有差距。例如，社保参保不足以及超时加班等还存在。</p> <p>与工厂管理层访谈，工厂管理层说由于生产订单较多，员工根据生产任务加班。由于部分员工在家参加了新农保和新农合，所以工厂没有为所有员工提供社会保险。</p> <p>被访谈的员工说，他们根据生产需要加班，员工自愿加班。</p> <p>通过文件审核，工厂建立了书面的amfori BSCI管理程序，例如工作时间管理程序和工资管理程序等，但工厂的amfori BSCI管理程序没有有效执行，违反了amfori BSCI系统手册的要求。</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The factory partially respected this principle. Based on documents review, factory management and worker interviews, it was found that the monthly OT</p>	<p>工厂部分遵守该原则，因为基于文件审核，工厂管理层和员工访谈，发现月加班时间超过中国劳动法要求。通过文件查阅，工厂建立了生产计划管理程</p>

Finding

exceeded the requirements of China labor law. Per document review, the factory established the production planning management procedure. Based on the attendance records review, due to the production capacity evaluation was not implemented effectively, the monthly OT exceeding 36 hours per months was identified in factory. The factory management and interviewed workers confirmed, workers worked OT if production needed. It violates the requirement of amfori BSCI system manual.

序。通过对考勤记录的审核，由于工厂的产能评估未有效进行，发现工厂存在月加班时间超出36小时。工厂管理层和被访谈的员工确认，员工会根据生产需要加班。违反了amfori BSCI系统手册的要求。

PA 5: Fair Remuneration

Site: Linshu Saibo Tools Co.,LTD | Site amfori ID: 156-042402-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

The factory did not respect this principle. Based on documents review, verified via factory management and worker interviews, it was noted that the social insurance did not cover all the workers.

Based on social insurance invoices from December 2023 to November 2024 review, it was noted that the factory did not provide 5 kinds of social insurance including retirement, medical, accident, unemployment and maternity insurance to 100% of workers. There were total 48 workers including 18 retirees in the factory during the audit date. No new worker was in factory. So there were at least 30 workers who should participate in social insurance. However, indicated on the latest social insurance invoice of November 2024. 23 out of 30 workers did not participate in the retirement insurance, medical insurance, accident insurance, unemployment insurance and maternity insurance.

By Interviewing with factory management, the factory management said that the workers who did not participate in the 5 kinds of social insurance in factory have participated in the new rural pension insurance and new rural cooperative medical insurance at home. Some workers did not want to participate in social insurance in factory. The factory did not provide the evidence of new rural pension insurance and new rural cooperative

工厂未遵守该原则，通过文件审核，经与工厂管理层和员工访谈核实，发现社保没有涵盖所有员工。通过对2023年12月至2024年11月的社保发票的查阅，发现工厂没有100%为员工提供包括养老，医疗，工伤，失业和生育在内的5种社会保险，包括18名退休返聘工人在内，审核期间工厂共有48名员工，工厂没有新入职员工。所以工厂至少应该有30名员工需要参加社会保险。但是，最近的2024年11月份的社保发票显示，30名员工中有23名员工没有参加养老保险，医疗保险，工伤保险，失业保险和生育保险。

与工厂管理层访谈，工厂管理层说没有在工厂参加险的员工在家参加了新农保和新农合，并且部分员工不想在工厂参加社会保险。工厂没有提供员工的新农保和新农合证据供审核。

与员工访谈，被访谈者说他们已经在家里参加了新农保和新农合，员工不想在工厂内买保险。

参考法规：中国劳动法第72条&73条。

Finding

medical insurance for review. Interviewing with workers, the interviewees said that they had participated in the new rural pension insurance and new rural cooperative medical insurance at home. The workers did not want to participate in the social insurance in factory. Reference Law: China Labor Law Article 72&73.

PA 6: Decent Working Hours

Site: Linshu Saibo Tools Co.,LTD | Site amfori ID: 156-042402-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

The factory did not respect this principle. Based on documents review, confirmed via factory management and worker interviews, the factory didn't control the working time effectively. It led to the monthly overtime exceeded the requirements of China labor law. Reviewed the attendances records from 1 December, 2023 to 10 December, 2024. It was identified the monthly OT exceeding 36 hours. Three months attendances of 10 workers were selected:
In November 2024, the monthly OT of 10 out of 10 sampled workers exceeded 36 hours. Maximum was up to 66 hours;
In August 2024, the monthly OT of 10 out of 10 sampled workers exceeded 36 hours. Maximum was up to 67 hours;
In May 2024, the monthly OT of 10 out of 10 sampled workers exceeded 36 hours. Maximum was up to 58 hours;
The factory management said, due to more production orders, workers worked overtime as per production assignment.
By interviewing with workers, the workers said that they worked OT as per production needed.
Workers worked OT voluntary.

The factory established working time management procedure. But the procedure was not implemented effectively.

(Reference law: PRC Labour Law article 41.)

The maximum monthly OT of December 2024 for 10 out of 10 sampled workers was 15 hours till the

工厂未遵守该原则，基于文件审核，并经工厂管理层和员工访谈确认，由于工厂没有有效控制工作时间，导致月加班时间超过中国劳动法要求。查阅了从2023年12月1日至2024年12月10日的考勤记录，发现存在月加班超过36小时现象。
抽取了10名员工三个月的考勤：
2024年11月，抽样的10名员工月加班都超过了36小时，最高达到了66小时；
2024年8月，抽样的10名员工月加班都超过了36小时，最高达到了67小时；
2024年5月，抽样的10名员工月加班都超过了36小时，最高达到了58小时。
被访谈的工厂管理人员说，由于有较多生产订单，所以员工根据生产安排加班。
与员工访谈，访谈的员工说他们根据生产需要加班，员工加班自愿。
工厂建立了工作时间管理程序，但程序没有有效执行。
(参考法规：中华人民共和国劳动法第41条)
截止审核当日，10名抽样员工在2024年12月份最大月加班时间为15小时。

Finding

audit date.

PA 7: Occupational Health and Safety

Site: Linshu Saibo Tools Co.,LTD | Site amfori ID: 156-042402-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH**LOCAL LANGUAGE****Finding**

The factory partially respected this principle. Based on documents review, factory management and worker interviews and site observation. 1. The factory provided occupational health body examination to workers on 24 June, 2024. As per the occupational health body examination reports, 6 workers were suggested to re-examination the electric audiometry within 15 days. But the factory did not provided the occupational health body re-examination to the 6 workers till this audit end. Reference law: Employing Unit Occupational Health Monitoring & Supervision Management Rules (2012), Article 17.

2. The forging, polishing, quenching, shot blasting and injection production processes generated dust, noise and waste air. The spraying powder and dipping paint process used chemicals such as plastic powder and paints, etc. it generated chemical smell, however, the factory did not test the occupation hazardous factors of forging, polishing, quenching, shot blasting, injection, spraying powder and dipping paint workshops in past 12 months. The factory management said, due to busy production activities, the factory did not provide occupational health re-examinations to workers and did not test the occupational hazardous factors of production workshops. Per document review, the factory established health and safety management procedure, but the procedure was not implemented effectively.

Reference law: Provisions on the Administration of Occupational Health at Work Sites (2021), Article 20

工厂部分遵守该原则，基于文件审核，工厂管理层和员工访谈以及现场观察。1. 工厂在2024年6月24日为员工提供了职业健康体检，根据体检报告，6名员工被建议在15日内复查电测听。但截止本次审核结束，工厂没有为这6名员工提供职业体检复查。参考法律法规：《用人单位职业健康监护监督管理办法》(2012)第17条。

2. 锻造，打磨，淬火，喷砂和注塑工序会产生粉尘，噪音和废气，喷粉和蘸漆工序用到塑粉和油漆等化学品，会产生化学异味，但工厂在过去12个月没有为锻造，打磨，淬火，喷砂，注塑，喷粉和蘸漆生产车间进行职业危害因素监测。工厂管理层说，由于生产比较繁忙，工厂没有为员工提供职业健康复检，也没有对车间进行职业危害因素检测。通过文件审核，工厂建立了健康安全管理程序，但程序没有有效执行。参考法规：《工作场所职业卫生管理规定》(2021)第20条。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>The factory partially respected this principle. Based on documents review, factory management and workers interviews, it was noted that the accident insurance did not cover all the workers. Reviewed the social invoices from December 2023 to November 2024, the factory did not provide any forms accident insurance including social accident insurance and commercial accident insurance to 41 workers including 18 retirees. There were total 48 workers in factory during the audit date. The factory management said, some workers have participated in new rural social pension insurance and new rural cooperative medical insurance at home, so the factory did not provide accident insurance to these workers. Reference law: China Social Insurance Law Article 33.</p>	<p>工厂部分遵守该原则，基于文件审核，工厂管理层和员工访谈，发现工伤保险没有涵盖所有员工。查阅了2023年12月至2024年11月的社保发票，发现工厂没有为41名员工(包括18名退休返聘员工)购买任何形式的工伤保险包括社会工伤保险和商业工伤保险。审核期间工厂共有48名员工。工厂管理层说，部分员工在家参加了新农保和新农合，所以工厂没有为这些员工购买工伤保险。参考法规：中国社保法第33条。</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>The factory partially respected this principle. Based on site observation, factory management and workers interviews The forging workshop generated noise. But three forging workers did not wear the earplugs provided by factory while working. The interviewed workers said that the factory provided earplugs to workers. But the worker forgot to wear the earplugs some times. The factory management confirmed that the factory trained workers how to use PPE regularly. Reference law: Production Safety Law of the People's Republic of China, Article 45</p>	<p>工厂部分遵守该原则，基于现场观察，工厂管理层和员工访谈。锻造车间会产生噪音。但3名锻造员工在工作时没有佩戴工厂提供的耳塞。被访谈的员工说工厂提供了耳塞给员工。但员工有时忘记佩戴耳塞了。工厂管理层确认，工厂会定期培训员工如何使用劳保用品。参考法规：中华人民共和国安全生产法第45条。</p>

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>The factory did not respect this principle. Based on factory management / worker interviews and site observation, it was noted that approximated 80% of</p>	<p>工厂未遵守该原则，基于工厂管理层和员工访谈以及现场观察发现，储存在化学品仓内和生产车间使用的约80%的化学品像油漆，稀释剂和胶等没有提</p>

Finding

the chemicals such as paints, thinners and glues stored in chemicals warehouse and used in production workshops were not provided anti-leakage container and not labelled. The factory management said, due to more chemicals used and cost reason, the factory did not provide anti-leakage containers for all chemicals. Reference law: Safety Administration of Dangerous Chemicals, Article 20 and Regulations on Safety in Workplaces Where Chemicals Are Used, Article 12.

供防泄漏容器也没有标识。工厂管理层说，由于工厂使用的化学品比较多和成本原因，所以工厂没有为所有的化学品提供防泄漏设施。参考法规：危险化学品安全管理条例 第二十条以及工作场所安全使用化学品的规定，第十二条。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

Finding

The factory partially respected this principle. Based on factory management and workers interviews and site observation. The factory provided drinking water to workers in production workshops and warehouses. But the factory did not provide caution scald signs in hot drinking area. The factory management said, no scald accident was occurred, so they ignored this requirements. Per documents review, the drinking machines daily cleaning records were provided for review. Reference law: Production Safety Law of the People's Republic of China, Article 35.

LOCAL LANGUAGE

工厂部分遵守该原则，基于工厂管理层和员工访谈以及现场观察发现。工厂在生产车间和仓库为员工提供了饮用水，但是工厂没有在热饮水处张贴当心烫伤的标识，工厂的管理层说，因为没有发生过烫伤事故，工厂忽视了这条要求。通过文件审核，饮水机日常清洁记录已提供审核。参考法规：中华人民共和国安全生产法第三十五条。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

The factory partially respected this principle. Based on factory management / worker interviews and site observation, all the forging machines used by factory were feet control, but the factory did not install pedal cover on all the forging machines to prevent accidental start-up. And 2 out of 9 forging machines were not equipped with belt cover guards. The factory management said, they did not purchase the fitted pedal covers and belt cover guards from markets. Reference law: Article 6.1.6 of Code of Design of Manufacturing Equipment

LOCAL LANGUAGE

工厂部分遵守该原则，基于工厂管理层和员工访谈以及现场观察发现。所有的锻造机均为脚踩式控制，但工厂没有为所有的锻造机安装踏板罩防止意外启动。9台锻造机中的2台没有安装皮带轮防护罩。工厂管理层说，市场上买不到合适的踏板防护罩和皮带轮防护罩。参考法律：生产设备安全卫生设计总则第6.1.6条。

Finding

Safety and Hygiene.

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH**LOCAL LANGUAGE****Finding**

The factory partially respected this principle. Based on site observation, factory management and worker interviews, it was noted that no privacy doors were equipped on toilets, and the washing hands facilities such as soap, etc. was not provided in toilets. The toilets were not clean. The factory management said, due to cost reasons, the factory did not install privacy doors in toilets. And did not provide soap in toilets. Reference law: Hygienic standards for the design of industrial enterprises, 7.3.4

工厂部分遵守该原则，基于现场观察，工厂管理层和员工访谈，工厂的厕所没有安装隐私门，也没有提供像肥皂等洗手设施。厕所不干净。工厂管理层说，因为成本原因，工厂厕所没有安装隐私门。也没有在厕所提供肥皂。相关法律法规：工业企业设计卫生标准,7.3.4